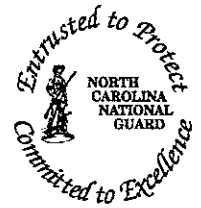




STATE OF NORTH CAROLINA
DEPARTMENT OF CRIME CONTROL AND PUBLIC SAFETY
JOINT FORCE HEADQUARTERS
NORTH CAROLINA NATIONAL GUARD



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JFHQ-NC-AG

24 October 2007

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: North Carolina National Guard Climate Survey Results

1. The 2007 North Carolina National Guard (NCNG) Climate Survey ran from 15 June through 15 August. A brief overview of the results from the 2,427 survey participants is provided below. Full survey results have been provided to the chain of command. As we continually strive for excellence, these survey results provide us with opportunities for improvement from the people who know best – our Soldiers and Airmen. It is my intent for every leader in our organization to brief these results to their members, and then translate that information into action aimed at increasing performance, retention, and satisfaction.
2. The survey collected data in the following areas: training, communication, administrative support, employer support, family support, leadership/leadership practices, mobilization, promotion system, satisfaction/morale, retention, alcohol/drug use and Equal Opportunity.
3. The survey highlighted the following strengths for the North Carolina National Guard.
 - a. Mobilization: 94% of all Soldiers and Airmen agreed that if mobilized, they could perform their job in a combat environment.
 - b. Employer/Family Support: 94% agreed that their family and their employer support what they do in the Guard.
 - c. Leadership: 95% of our members agreed their unit commander treats them with respect.
 - d. Satisfaction/Morale: 98% indicated they are proud to tell others they are part of the North Carolina National Guard. 93% indicate feeling a strong sense of belonging to the North Carolina National Guard.
 - e. Communication: 94% responded positively that their unit members willingly cooperate to get their work done.

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4. The following areas for improvement were highlighted in the survey.

a. Leadership Practices: 77% of the respondents perceive that recognition is given in a timely manner. 75% perceived that promotions are handled fairly. 80% indicated that during the last year, someone in their chain of command had encouraged them to stay in the National Guard.

b. Guard Commitment: 24% indicated that if they were released from all service obligations, they would separate from the North Carolina National Guard within a year.

c. Equal Opportunity: Perceived differences exist regarding race and gender. Differences are seen in the way differing races and genders perceive the ability for minorities to progress within their unit. For example, 83% of female respondents agreed that it was not difficult for minorities to progress, compared to 89% of males. 74% of African Americans indicated it is not difficult for minorities to progress, versus 92% of Caucasians.

d. Retention: The survey highlighted that about half of first term enlistment Soldiers and Airmen do not plan to reenlist.

5. Thank you again for taking the time to participate in this survey. Your participation is crucial and your candid responses help our leaders address the concerns of our Soldiers and Airmen. I encourage you to own these results, analyze them, and take appropriate actions as needed to improve the readiness of our Soldiers and Airmen.

DISTRIBUTION

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WILLIAM E. INGRAM, JR.

Major General, NCNG

Adjutant General